

Artist Payment Guidelines – For Artists

Introduction

Prince Albert is a vibrant artistic and cultural community. The vision of the Civic Art Policy is that Prince Albert's ...

- Citizens have a multitude of opportunities to engage in creative pursuits as artists, students, participants and audience members.
- Reputation as an inclusive, innovative, creative and culturally vibrant city is broadly recognized.
- Artists thrive in an open and encouraging environment that places high value on their contributions to our community.

This guideline was developed to assist our artists and community to reach our collective vision.

Purpose

- The "Fee for Service" guideline is meant to provide artists with information to aid them to receive fair and respectful engagement of services and fee for service, as any other profession/business.
- To educate and encourage artists to predetermine appropriate 'fee for service'.
- To continue to elevate artists and the cultural sector and assist the artistic community to grow.

Who is this for? (Target Audiences)

- Artists, professional and amateur.

Who is a Professional or Amateur Artist?

Professional Artist –

A professional artist is defined as an individual who has completed training in a recognized art form (either through formal study or through a process of mentoring/apprenticeship), has produced a body of work in their artistic discipline that has received recognition, and who is recognized as a professional by their peers within their arts community. (Source: Saskatchewan Arts Board).

Amateur Artist -

Amateur artists may be defined as those who sell work and derive income from their art, but that is not the primary motivation. For them art may be a passion, a hobby or a recreational pastime.

Why is 'fair payment' important?

- Artists are trying to operate a business, just as other professionals or businesses in your community, and most have a predetermined 'fee for service' rate.
- Artists are recommended to determine a fair 'fee for service', recognizing the difference between professional and amateur artists.
- Artists need a fair price for their services to contribute to their basic necessities and advance their career.
- Serious artists deserve serious payment – just as in any profession.

Preparing for the Hire

- Predetermine the value and benefit you bring to the event being planned.
- Find out as much as you can about the organization/business/event. Is it a ticketed event? Fundraiser?

- Know where you fit in on the spectrum of hobby to professional artist and the training and experience you have to offer.
- Talk to other artists in your field and with similar training and experience.
- Have your 'fee for service' ready. Know how and why you may be willing to negotiate (or not).
- Have a discussion with the organization/business/event organizer about the fees and expectations. A best practice is to have an agreement in writing. This can be as simple as an email outlining fees and expectations, to a more formal, signed agreement. Remember to include what the cancellation procedure will be.

Factors to Consider when setting your 'Fee for Service'

- Know your market. How important you are to the community organization/business and/or event. Don't undersell this worth, whether the focus of the event or a component of, **arts build community**.
- The time you put in to your training and preparation/creation of the art. This is a considerable amount of time that you should be compensated for.
- The wear & tear on your equipment, your supplies, your set up and take down time, travel, and time spent marketing.
- Being local isn't reason enough to work for free. You have expenses to cover and/or a business to operate. Know your limitations for in kind work (free, giving back).
- Do you bring people to the event (people = revenue)?
- Incentives that you may be open to receiving or negotiating for (i.e. taxable donation, can they get a sponsor, event exposure or marketing value) etc.
- Recognize when you need to re-evaluate your fee for service.

Resources to Support You

National and provincial agencies established to determine fair payment guidelines or resources for artists and the arts include:

Canadian Artists Representation Le Front Des Artistes Canadiens (CARFAC) -

<http://www.carfac.sk.ca/home>

CARFAC/RAAV standards model - <http://www.carfac.ca/carfac-raav/fee-calculator.php#Summery>

Creative Saskatchewan – www.creativesask.ca

Saskatchewan Arts Alliance - <http://www.artsalliance.sk.ca/>

SaskMusic - <https://www.saskmusic.org/>

Society of Composers, Authors and Music (SOCAN) - <http://www.socan.com/>

Alliance of Canadian Television, and Radio Artists - www.actra.ca

Canadian Federation of Musicians – www.cfmusicians.org

Canadian Media Producers Association – www.cmpa.ca

Saskatchewan Craft Council – www.saskcraftcouncil.org

Saskatchewan Arts Board – www.saskartsboard.com

SaskCulture – www.saskculture.ca

Creative Cities Network Canada – www.creativecity.ca

City of Prince Albert – www.citypa.ca



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